

## **DATA SUPPLEMENT S1. INTERVIEW GUIDE**

### **Biographical (Fund of Knowledge)**

Can you tell me what your current role is in the trauma room? PGY? Attending?

Describe the ideal trauma leader? Knowledge, attitudes, personal characteristics, etc.

How is the ideal trauma case run?

Can you describe yourself as a trauma leader?

What kind of team leader do others perceive you as in the trauma room?

Can you tell me about your confidence as a team leader?

How confident are you in your knowledge (core content) of critical illness or injury in leading the trauma room? (translating textbook, algorithms to trauma room)

How has this helped or hindered your leadership?

### **Personal experiences, self-efficacy, and confidence**

How well do you remember the first trauma you led?

Describe how you felt, what you did, and how it went.

What did you find particularly challenging when you first started serving as a team leader?

Why do you think it was particularly challenging for you?

What came naturally to you when you first started as a team leader?

Many people struggle with XXXXX, why do you think it came naturally for you?

### **Relationship building with members of the team**

How do relationships among team members impact the trauma room experience or individual trauma cases?

What has your experience been like building relationships in the trauma room (with nurses, techs, pharmacy, social work)?

How important is that to you?

How do you manage difficult personalities in the trauma room?

### **Team leadership (psychology and personal attributes)**

Think about a specific case that **you led** well (not clinical outcome).

Tell me what you did? Why did you think it went well?

How about a case that **you did not** lead well?

In hindsight, what would you have done differently?

### **Gender**

Talk briefly about how demographics (e.g., race, ethnicity, gender) of the leader and the team might impact the trauma room.

You are female/male: what impact does **your** gender have in leading the trauma room?

Do you think there are differences between male and female leaders and if so what?

How has your gender affected your ability to be an effective team leader?

Are there any personal attributes or characteristics that may affect your ability to be a team leader? (e.g., height, physical stature)